



GENERAL SERVICES ADMINISTRATION

Federal Acquisition Service

Authorized Federal Supply Schedule Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**TM, a menu-driven database system. The INTERNET address for **GSA Advantage!**TM is: <http://www.GSAAdvantage.gov>.

Schedule for - Consolidated

Federal Supply Group: CORP **Class:**

Contract Number: GS-00F-038CA

Modification: PA-0001

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: 2/5/2015 - 2/4/2020

Contractor: Jacobs Technology, Inc.
600 William Northern Boulevard
Tullahoma, TN 37388 4729

Business Size: Large Business

Telephone: (931) 393-6262

FAX Number: (931) 393-6210

Web Site: www.jacobs.com

Bid and Proposal E-mail: gsa@jacobs.com

Contract Administration: Jeffrey Foster

Contracts Admin. Email: Jeff.Foster@Jacobs.com

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	Recovery	SIN Description
C871-1	C871-1RC	Strategic Planning for Technology Programs/Activities
C871-2	C871 2RC	Concept Development and Requirements Analysis
C871-3	C871 3RC	System Design, Engineering and Integration
C871-4	C871 4RC	Test and Evaluation Services
C871-5	C871 5RC	Integrated Logistics Support Services
C871-6	C871 6-RC	Acquisition and Life Cycle Management
C871-7	C871 7RC	Construction Management and Engineering Consulting Services
C874-1	C874 1-RC	Integrated Consulting Services
C874-501	C874 501RC	Supply and Value Chain Management
C874-504	C874 504RC	Deployment Logistics
C874-505	C874 505-RC	Logistics Training Services
C874-507	C874 507RC	Operations & Maintenance Logistics Management and Support Services
C874-6	C874 6RC	Acquisition Management Support

C874-7	C874 7RC	Integrated Business Program Support Services
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- 1b. **Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**
- 1c. **If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item.**
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.
7. **Quantity discounts:** None Offered
8. **Prompt payment terms:** Net 30 days
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$3,000
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor
- 11c. **Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:** Contact Contractor
- 11d. **Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery:** Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor

- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
14. **Payment address(es):** Same as company address
15. **Warranty provision.:** Contractor's standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at:** www.Section508.gov/.
25. **Data Universal Numbering System (DUNS) number:** 007923014
26. **Notification regarding registration in Central Contractor Registration (CCR) database:**

GSA LABOR CATEGORIES AND RATES

SIN(s)	Labor Category	Minimum Education / Certification Level	Minimum Years of Experience	Contractor or Customer Site	Domestic or Overseas	Unit of Issue	GSA price inclusive of IFF				
							Base Period				
							Year 1	Year 2	Year 3	Year 4	Year 5
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Associate Jr.	1 Yr College	3	Contractor Site	Both	Hour	\$47.55	\$47.55	\$47.55	\$47.55	\$47.55
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Associate Mid	2 Yr of College	4	Contractor Site	Both	Hour	\$65.95	\$65.95	\$65.95	\$65.95	\$65.95
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Associate Sr.	2 Yr of College	8	Contractor Site	Both	Hour	\$88.54	\$90.75	\$93.02	\$95.35	\$97.73
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Professional Jr.	Bachelor	None	Contractor Site	Both	Hour	\$65.95	\$65.95	\$65.95	\$65.95	\$65.95
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Professional Mid	Bachelor	3	Contractor Site	Both	Hour	\$72.14	\$73.94	\$75.79	\$77.69	\$79.63
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Professional Sr.	Bachelor	10	Contractor Site	Both	Hour	\$115.70	\$118.59	\$121.56	\$124.60	\$127.71
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Specialist	Bachelor	14	Contractor Site	Both	Hour	\$141.64	\$145.19	\$148.82	\$152.54	\$156.35
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Designer	Associates	4	Contractor Site	Both	Hour	\$65.09	\$65.95	\$65.95	\$65.95	\$65.95
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Director I	Bachelor	15	Contractor Site	Both	Hour	\$164.56	\$168.68	\$172.89	\$177.22	\$181.65
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Director II	Bachelor	15	Contractor Site	Both	Hour	\$207.77	\$212.96	\$218.29	\$223.74	\$229.34
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Drafter Jr.	HS	None	Contractor Site	Both	Hour	\$42.39	\$42.39	\$42.39	\$42.39	\$42.39
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Drafter Sr.	Associates	4	Contractor Site	Both	Hour	\$52.89	\$52.89	\$52.89	\$52.89	\$52.89

874-504, 874-505, 874-507												
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Chief I	Bachelor	15	Contractor Site	Both	Hour	\$164.56	\$168.68	\$172.89	\$177.22	\$181.65	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Chief II	Bachelor	15	Contractor Site	Both	Hour	\$179.55	\$184.04	\$188.64	\$193.35	\$198.19	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Jr.	Bachelor	None	Contractor Site	Both	Hour	\$76.38	\$78.29	\$80.25	\$82.26	\$84.31	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Mid	Bachelor	3	Contractor Site	Both	Hour	\$102.12	\$104.67	\$107.29	\$109.97	\$112.72	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Specialist	Bachelor	14	Contractor Site	Both	Hour	\$149.61	\$153.35	\$157.18	\$161.11	\$165.14	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Sr.	Bachelor	8	Contractor Site	Both	Hour	\$128.66	\$131.87	\$135.17	\$138.55	\$142.01	
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Specialist Sr.	Bachelor	16	Contractor Site	Both	Hour	\$155.02	\$158.90	\$162.87	\$166.94	\$171.11	
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Chief I	Bachelor	15	Contractor Site	Both	Hour	\$164.56	\$168.68	\$172.89	\$177.22	\$181.65	
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Chief II	Bachelor	15	Contractor Site	Both	Hour	\$179.55	\$184.04	\$188.64	\$193.35	\$198.19	
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Jr.	Bachelor	None	Contractor Site	Both	Hour	\$76.38	\$78.29	\$80.25	\$82.26	\$84.31	
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Mid	Bachelor	3	Contractor Site	Both	Hour	\$102.12	\$104.67	\$107.29	\$109.97	\$112.72	
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Specialist	Bachelor	14	Contractor Site	Both	Hour	\$140.30	\$143.81	\$147.40	\$151.09	\$154.87	
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Sr.	Bachelor	8	Contractor Site	Both	Hour	\$128.66	\$131.87	\$135.17	\$138.55	\$142.01	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Engineering Associate Jr.	HS	None	Contractor Site	Both	Hour	\$48.12	\$48.12	\$48.12	\$48.12	\$48.12	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Engineering Associate Mid	Associates	2	Contractor Site	Both	Hour	\$74.83	\$74.83	\$74.83	\$74.83	\$74.83	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Engineering Associate Sr.	Associates	8	Contractor Site	Both	Hour	\$110.77	\$110.77	\$110.77	\$110.77	\$110.77	
874-501, 874-504, 874-505, 874-507	Information Systems Security Officer	Associates	4	Contractor Site	Both	Hour	\$66.72	\$68.39	\$70.09	\$71.85	\$73.64	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Manager Jr.	2 Yr of College	10	Contractor Site	Both	Hour	\$101.07	\$103.59	\$106.18	\$108.84	\$111.56	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Manager Mid	Bachelor	11	Contractor Site	Both	Hour	\$141.64	\$145.19	\$148.82	\$152.54	\$156.35	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6,	Manager Sr.	Bachelor	15	Contractor Site	Both	Hour	\$164.56	\$168.68	\$172.89	\$177.22	\$181.65	

874-7, 874-501, 874-504, 874-505, 874-507												
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Office Assistant	HS	None	Contractor Site	Both	Hour	\$39.35	\$39.35	\$39.35	\$39.35	\$39.35	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Operations Assistant	HS	None	Contractor Site	Both	Hour	\$31.45	\$31.45	\$31.45	\$31.45	\$31.45	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Program Manager	Bachelor	14	Contractor Site	Both	Hour	\$154.76	\$158.63	\$162.60	\$166.66	\$170.83	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Jr.	Bachelor	None	Contractor Site	Both	Hour	\$76.38	\$78.29	\$80.25	\$82.26	\$84.31	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Mid	Bachelor	3	Contractor Site	Both	Hour	\$102.12	\$104.67	\$107.29	\$109.97	\$112.72	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Specialist	Bachelor	14	Contractor Site	Both	Hour	\$150.73	\$154.49	\$158.36	\$162.32	\$166.37	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Sr.	Bachelor	8	Contractor Site	Both	Hour	\$128.66	\$131.87	\$135.17	\$138.55	\$142.01	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Project Manager Jr.	Bachelor	5	Contractor Site	Both	Hour	\$115.70	\$118.59	\$121.56	\$124.60	\$127.71	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Project Manager Mid	Bachelor	10	Contractor Site	Both	Hour	\$135.79	\$139.19	\$142.67	\$146.23	\$149.89	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Project Manager Sr.	Bachelor	14	Contractor Site	Both	Hour	\$154.76	\$158.63	\$162.60	\$166.66	\$170.83	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Secretary Jr.	HS	2	Contractor Site	Both	Hour	\$42.37	\$42.37	\$42.37	\$42.37	\$42.37	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Secretary Sr.	HS	6	Contractor Site	Both	Hour	\$53.10	\$53.10	\$53.10	\$53.10	\$53.10	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Supervisor Mid	2 Yr of College	14	Contractor Site	Both	Hour	\$115.70	\$118.59	\$121.56	\$124.60	\$127.71	
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Supervisor Sr.	Bachelor	13	Contractor Site	Both	Hour	\$141.64	\$145.19	\$148.82	\$152.54	\$156.35	

871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Technical Assistant	HS	None	Contractor Site	Both	Hour	\$44.99	\$44.99	\$44.99	\$44.99	\$44.99
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Technical Manager	Bachelor	14	Contractor Site	Both	Hour	\$154.76	\$158.63	\$162.60	\$166.66	\$170.83
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Technical Specialist	2 Yr of Col/Voc	12	Contractor Site	Both	Hour	\$102.12	\$104.67	\$107.29	\$109.97	\$112.72
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Technician	Associates	4	Contractor Site	Both	Hour	\$52.36	\$52.36	\$52.36	\$52.36	\$52.36
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Test Technician Jr.	Associates	2	Contractor Site	Both	Hour	\$33.68	\$33.68	\$33.68	\$33.68	\$33.68
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Test Technician Sr.	Associates	6	Contractor Site	Both	Hour	\$55.57	\$55.57	\$55.57	\$55.57	\$55.57
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Associate Jr.	1 Yr College	3	Customer Site	Both	Hour	\$42.96	\$42.96	\$42.96	\$42.96	\$42.96
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Associate Mid	2 Yr of College	4	Customer Site	Both	Hour	\$59.43	\$59.43	\$59.43	\$59.43	\$59.43
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Associate Sr.	2 Yr of College	8	Customer Site	Both	Hour	\$79.15	\$81.13	\$83.16	\$85.24	\$87.37
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Professional Jr.	Bachelor	None	Customer Site	Both	Hour	\$59.43	\$59.43	\$59.43	\$59.43	\$59.43
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Professional Mid	Bachelor	3	Customer Site	Both	Hour	\$64.49	\$66.11	\$67.76	\$69.45	\$71.19
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Professional Sr.	Bachelor	10	Customer Site	Both	Hour	\$103.42	\$106.01	\$108.66	\$111.37	\$114.16
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Administrative Specialist	Bachelor	14	Customer Site	Both	Hour	\$126.63	\$129.79	\$133.04	\$136.37	\$139.77
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Designer	Associates	4	Customer Site	Both	Hour	\$58.66	\$58.66	\$58.66	\$58.66	\$58.66

871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Director I	Bachelor	15	Customer Site	Both	Hour	\$145.01	\$148.63	\$152.35	\$156.16	\$160.06
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Director II	Bachelor	15	Customer Site	Both	Hour	\$185.73	\$190.37	\$195.13	\$200.01	\$205.01
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Drafter Jr.	HS	None	Customer Site	Both	Hour	\$38.20	\$38.20	\$38.20	\$38.20	\$38.20
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Drafter Sr.	Associates	4	Customer Site	Both	Hour	\$58.80	\$58.80	\$58.80	\$58.80	\$58.80
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Chief I	Bachelor	15	Customer Site	Both	Hour	\$145.01	\$148.63	\$152.35	\$156.16	\$160.06
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Chief II	Bachelor	15	Customer Site	Both	Hour	\$160.50	\$164.52	\$168.63	\$172.85	\$177.17
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Jr.	Bachelor	None	Customer Site	Both	Hour	\$68.29	\$69.99	\$71.74	\$73.54	\$75.37
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Mid	Bachelor	3	Customer Site	Both	Hour	\$91.29	\$93.57	\$95.91	\$98.31	\$100.76
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Specialist	Bachelor	14	Customer Site	Both	Hour	\$132.35	\$135.66	\$139.05	\$142.52	\$146.09
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7	Engineer Sr.	Bachelor	8	Customer Site	Both	Hour	\$115.01	\$117.88	\$120.83	\$123.85	\$126.94
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Specialist Sr.	Bachelor	16	Customer Site	Both	Hour	\$130.49	\$133.76	\$137.10	\$140.53	\$144.04
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Chief I	Bachelor	15	Customer Site	Both	Hour	\$145.01	\$148.63	\$152.35	\$156.16	\$160.06
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Chief II	Bachelor	15	Customer Site	Both	Hour	\$160.50	\$164.52	\$168.63	\$172.85	\$177.17
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Jr.	Bachelor	None	Customer Site	Both	Hour	\$68.29	\$69.99	\$71.74	\$73.54	\$75.37
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Mid	Bachelor	3	Customer Site	Both	Hour	\$91.29	\$93.57	\$95.91	\$98.31	\$100.76
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Specialist	Bachelor	14	Customer Site	Both	Hour	\$118.72	\$121.68	\$124.73	\$127.84	\$131.04
874-501, 874-504, 874-505, 874-507	Engineer/Scientist Sr.	Bachelor	8	Customer Site	Both	Hour	\$115.01	\$117.88	\$120.83	\$123.85	\$126.94
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Engineering Associate Jr.	HS	None	Customer Site	Both	Hour	\$43.37	\$43.37	\$43.37	\$43.37	\$43.37
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Engineering Associate Mid	Associates	2	Customer Site	Both	Hour	\$67.44	\$67.44	\$67.44	\$67.44	\$67.44

871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Engineering Associate Sr.	Associates	8	Customer Site	Both	Hour	\$99.83	\$99.83	\$99.83	\$99.83	\$99.83
874-501, 874-504, 874-505, 874-507,	Information Systems Security Officer	Associates	4	Customer Site	Both	Hour	\$58.88	\$60.35	\$61.86	\$63.40	\$64.99
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Manager Jr.	2 Yr of College	10	Customer Site	Both	Hour	\$85.35	\$87.49	\$89.67	\$91.91	\$94.21
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Manager Mid	Bachelor	11	Customer Site	Both	Hour	\$126.63	\$129.79	\$133.04	\$136.37	\$139.77
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Manager Sr.	Bachelor	15	Customer Site	Both	Hour	\$145.01	\$148.63	\$152.35	\$156.16	\$160.06
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Office Assistant	HS	None	Customer Site	Both	Hour	\$35.46	\$35.46	\$35.46	\$35.46	\$35.46
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Operations Assistant	HS	None	Customer Site	Both	Hour	\$28.35	\$28.35	\$28.35	\$28.35	\$28.35
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Program Manager	Bachelor	14	Customer Site	Both	Hour	\$138.34	\$141.80	\$145.35	\$148.98	\$152.71
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Jr.	Bachelor	None	Customer Site	Both	Hour	\$68.29	\$69.99	\$71.74	\$73.54	\$75.37
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Mid	Bachelor	3	Customer Site	Both	Hour	\$91.29	\$93.57	\$95.91	\$98.31	\$100.76
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Specialist	Bachelor	14	Customer Site	Both	Hour	\$132.35	\$135.66	\$139.05	\$142.52	\$146.09
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Programmer/Systems Analyst Sr.	Bachelor	8	Customer Site	Both	Hour	\$115.01	\$117.88	\$120.83	\$123.85	\$126.94
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Project Manager Jr.	Bachelor	5	Customer Site	Both	Hour	\$103.42	\$106.01	\$108.66	\$111.37	\$114.16
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Project Manager Mid	Bachelor	10	Customer Site	Both	Hour	\$119.68	\$122.67	\$125.74	\$128.88	\$132.10

871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Project Manager Sr.	Bachelor	14	Customer Site	Both	Hour	\$138.34	\$141.80	\$145.35	\$148.98	\$152.71
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Secretary Jr.	HS	2	Customer Site	Both	Hour	\$38.18	\$38.18	\$38.18	\$38.18	\$38.18
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Secretary Sr.	HS	6	Customer Site	Both	Hour	\$47.85	\$47.85	\$47.85	\$47.85	\$47.85
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Supervisor Mid	2 Yr of College	14	Customer Site	Both	Hour	\$103.42	\$106.01	\$108.66	\$111.37	\$114.16
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Supervisor Sr.	Bachelor	13	Customer Site	Both	Hour	\$126.63	\$129.79	\$133.04	\$136.37	\$139.77
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Technical Assistant	HS	None	Customer Site	Both	Hour	\$40.55	\$40.55	\$40.55	\$40.55	\$40.55
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-1, 874-6, 874-7, 874-501, 874-504, 874-505, 874-507	Technical Manager	Bachelor	14	Customer Site	Both	Hour	\$138.34	\$141.80	\$145.35	\$148.98	\$152.71
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Technical Specialist	2 Yr of Col/Voc	12	Customer Site	Both	Hour	\$91.29	\$93.57	\$95.91	\$98.31	\$100.76
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Technician	Associates	4	Customer Site	Both	Hour	\$47.30	\$47.30	\$47.30	\$47.30	\$47.30
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Test Technician Jr.	Associates	2	Customer Site	Both	Hour	\$30.35	\$30.35	\$30.35	\$30.35	\$30.35
871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 871-7, 874-501, 874-504, 874-505, 874-507	Test Technician Sr.	Associates	6	Customer Site	Both	Hour	\$50.09	\$50.09	\$50.09	\$50.09	\$50.09

	Labor Categories	SCA Code	SCA Equivalent Title	WD
1	Administrative Associate Jr.	01263	PERSONNEL ASSISTANT (Employment) III	05-2103
2	Administrative Associate Mid	01020	ADMINISTRATIVE ASSISTANT	05-2103
3	Administrative Professional Jr	01020	ADMINISTRATIVE ASSISTANT	05-2103
4	Designer	30064	DRAFTER/CAD OPERATOR IV	05-2103
6	Drafter Jr.	30061	DRAFTER/CAD OPERATOR I	05-2103
7	Drafter Sr.	30063	DRAFTER/CAD OPERATOR III	05-2103
8	Engineering Associate Jr.	30081	ENGINEERING TECHNICIAN I	05-2103
9	Engineering Associate Mid	30084	ENGINEERING TECHNICIAN IV	05-2103
10	Engineering Associate Sr.	30086	ENGINEERING TECHNICIAN VI	05-2103

11	Office Assistant	01113	GENERAL CLERK III	05-2103
12	Operations Assistant	23470	LABORER	05-2103
13	Secretary Jr.	01312	SECRETARY II	05-2103
14	Secretary Sr.	01313	SECRETARY III	05-2103
15	Technical Assistant	23370	GENERAL MAINTENANCE WORKER	05-2103
16	Technician	23181	ELECTRONICS TECHNICIAN MAINTENANCE I	05-2103
17	Test Technician Jr.	11270	TRACTOR OPERATOR	05-2103
18	Test Technician Sr.	23182	ELECTRONICS TECHNICIAN MAINTENANCE II	05-2103

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix and above. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

PES Labor Category Descriptions

PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
1	Administrative Associate Jr.	Coordinates scheduling of material, work, or information services to support timely dissemination; may implement requisition processes as required. Develops and maintains suspense record systems dealing with status of material, equipment, or data, some or all of which may be classified in nature. Prepares listings for area of specialty; may conduct internal audits or periodic inventories, balance budgetary data, or verify data as required. Prepares administrative reports utilizing accessible and available material from a variety of reference sources; researches material as needed. Composes and prepares correspondence, reports, etc., in rough and finished forms using own initiative and in accordance with policies and procedures; prepares a variety of reports, summaries, etc. based upon files, records, logs, etc.; selects relevant information from a variety of sources and incorporates into responses to inquiries of appropriate magnitude. Reports and summaries prepared are non-routine and frequently one-time requests. Responds daily to verbal inquiries regarding status of material or information; provides advisory services for area of specialty; may interface with other contractor or agencies for normal performance of job. Reviews regulations, publications, and directives, initiating appropriate action or referring to appropriate staff member.	Requires one (1) year of college with courses in management relevant discipline, and three (3) years minimum progressive experience, or any equivalent combination of relevant education and experience. Incumbent must have good communication skills, both oral and written, and working familiarity with remote terminal equipment.
2	Administrative Associate Mid	Develops, recommends, and implements timely completion of functions to satisfy contract requirements which may include scheduling of material, man-hours, or information services. Close liaison is established and maintained with internal organizations, external firms or agencies, and/or the Air Force. Determines, maintains, and revises priorities for others to accomplish objectives or function. Prepares a variety of informal and formal correspondences for both internal and external dissemination. Work produced represents considerable originality and/or analytical skills within defined areas. Coordinates, complies, and prepares a variety of management related information utilizing extensive contracts with external agencies to interpret and recommend action. Conducts briefings and inspections to assure compliance with prescribed policies and procedure	Requires two (2) years of college with courses in business administration, industrial management, or appropriate discipline, and four (4) years minimum progressive experience, or any equivalent combination of relevant education and experience. Additional relevant education may be substituted for progressive experience. Oral and written communication skills commensurate with the position are required along with comprehensive knowledge of company policies and procedures and work flow processes.
3	Administrative Associate Sr.	Performs independent, non-routine assignments within areas of responsibility. Conducts a significant portion of a business operation as a specialist in the area, operating with considerable latitude for non-reviewed action or decision. May develop and revise integration of test or support schedules compatible with Company and the clients priorities. Conducts interviews and analyzes data regarding complex issues and business systems; prepares detailed management report on the subject. May provide and develop test and support schedules. Determines effectiveness of complex business systems and recommends improvements. Prepares and conducts briefings or presentations, as required, in areas of specialty. Advises management on business activities in area of expertise and serves as company representative. Works on special assignments, coordinates actions to correct problems, and documents subsequent to procedures.	Requires two (2) years of college with courses in business administration, industrial management, or appropriate discipline with eight (8) years minimum of progressive and relevant experience. Additional relevant education may be substituted for progressive experience.
4	Administrative Professional Jr	Examines and verifies information contained in reports, records, and other documentation. Maintains records, reports, and correspondence as required. Performs records and literature searches for others. Performs routine posting of data to records as required. Prepares reports in accordance with prescribed styles and formats, gathering and analyzing data as may be required. Assists in preparation of	Bachelor's degree in the appropriate discipline.

	presentations, reports, and briefings.	
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PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
5	Administrative Professional Mid	Performs independent, professional, non-routine assignments within areas of responsibility, as assigned. Responsible for a portion of a business activity, conducting routine work independently and in some cases instructing lower-level assistants. Conducts independent interviews and data analysis regarding moderately complex issues or procedures, and prepares reports to supervision or management regarding evaluations and recommendation. Evaluates business systems to determine effectiveness of procedures and recommends improvements. Prepares and conducts briefings or presentations as required. Serves as department representative on special assignments involving area of expertise.	Bachelor's degree in the appropriate discipline plus three (3) years minimum of appropriate and progressive experience; additional relevant education may be substituted for progressive experience.
6	Administrative Professional Sr.	Directs company business activity in area of expertise; prepares plans and budgets for specific business operations; develops long-term plans for special projects. Conducts or directs special projects in area of expertise, and prepares original, creative reports to management. Evaluates policies and procedures and recommends improvements. Represents department in meetings related to special business area. Advises management of the impact of business actions on area of expertise. Assists executives in development of plans and projects, and confers with department heads regarding business activity.	Bachelor's degree in the appropriate discipline plus ten (10) years minimum of progressive and relevant experience. Additional relevant education may be substituted for progressive experience.
7	Administrative Specialist	Coaches the overall working units in area of responsibility, develops and implements plans, determines personnel requirements, evaluates results, provides employee counseling, and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for area of responsibility. Implements quality, safety, and housekeeping standards.	Bachelor's degree and fourteen (14) years minimum related experience, or Master's degree and twelve (12) years minimum related experience or Ph.D. and eight (8) years minimum of related experience. Requires demonstrated leadership skills.
8	Designer	Assists in planning drafting jobs and preparing drawing lists and coordinates job with engineers, detailers, and checkers. Assists in solving engineering problems and developing designs using standard engineering practices. Performs complex drafting assignments working from engineering computations, verbal instructions, or rough sketches. Performs drawing checks to confirm accuracy and acceptability guided by company and/or client drafting standards/specifications, engineering computations, and sketches. Evaluates functional feasibility of design and its conference to specifications. Prepares sketches to be drawn by others, helps maintain drafting standards, and assists in training of new or less experienced drafting personnel.	Requires knowledge in the use of drafting instruments and equipment and in the application of drafting principles (descriptive geometry, freehand lettering, dimensioning, layout, detail, etc.) and requires a general working knowledge of shop and field erection processes associated with mechanical/ structural, electrical, or architectural design and a working knowledge of CAD equipment. Certifications of two (2) years training from a vocational training school or two (2) years college with courses relevant to drafting or engineering principles and relevant education in Computer Aided Design plus an additional four (4) years minimum experience.

PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
10	Director I	Directs the overall operations of a staff function within the general company objectives; develops and recommends plans and programs, and implements; assigns personnel and provides evaluation of results. Prepares resources estimates and complies with overall budget limitations. Interprets and recommends corporate policies and procedures; develops and implements policies and procedures within corporate guidelines. Serves as advisor to executive management on matters within area of responsibility; serves as member of corporate committees.	Bachelor's degree and fifteen (15) years minimum related experience, or Master's degree and thirteen (13) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires prior supervisory experience.
11	Director II	Directs the overall operations of a department within the overall company objectives; develops and plans technical programs, and implements; assigns personnel, and reviews results. Inputs resource requirements, and allocates and controls resource utilization for department. Recommends and reviews policies and procedures for group-wide and/or company-wide application. Serves as advisor to executive management on projects and progress within area of responsibility; serves as member of Policy Committees. Serves as official company representative to clients.	Bachelor's degree and fifteen (15) years minimum related experience, or Master's degree and thirteen (13) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires prior supervisory experience.
12	Drafter Jr.	Prepares clear, accurate drawings of simple, easily visualized components from detailed sketches and/or written notes. Traces or copies finished drawings and makes simple revisions from detailed instructions. Assists with field work associated with drawing assignments, such as field measurements and simple sketches. Assists more senior drafters/designers in the acquisition of required data/information, maintenance of files and supplies, and operation of related drafting room equipment. Assists in the preparation of bills of materials requirement lists.	Requires working knowledge of drafting instruments and equipment and basic knowledge and understanding of drafting principles and CAD operations. Previous vocational school training or experience is desirable. High School diploma or GED plus zero years of experience
13	Drafter Sr.	Prepares drawings that include complex design features that require considerate drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc. Works from sketches and verbal information supplied by an engineer or designer, determines that most appropriate views, detail drawings and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers catalogs, and technical guides	Requires knowledge in the use of drafting instruments and equipment, and in the application of drafting principles (descriptive geometry, freehand lettering, dimensioning, layout, detail, etc.), and a general working knowledge of shop and field erection processes associated with mechanical/structural, electrical or architectural design and a working knowledge of CAD equipment. Certification of two (2) years training from a vocational training school or two (2) years of college with courses relevant to drafting or engineering principles, and relevant education in Computer Aided Design plus an additional four (4) years minimum of relevant experience.

PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
14	Engineer Chief I	Remains abreast of state-of-the-art techniques throughout industry and DoD. Develops and communicates technical visions/strategies. Ensures continuity of work force technical skills. Ensures common equipment/practices across the total organization. Ensures major configuration changes are reviewed and communicated. Develops/supports solutions to complex technical communications with the client. Establishes and maintains open and frequent technical communications with the client. Promotes professionalism throughout the work force.	BS degree in an engineering discipline and a minimum of fifteen (15) years of direct engineering experience or MS degree and thirteen (13) years minimum of direct engineering experience or Ph.D. degree and nine (9) years minimum of direct engineering experience. Membership (or equivalent recognition) on an external technical society committee/ board. Recognized expertise in area of responsibility.
15	Engineer Chief II	Remains abreast of state-of-the-art techniques throughout industry and DoD. Develops and communicates technical visions/strategies. Ensures continuity of work force technical skills. Ensures common equipment/practices across the total organization. Ensures major configuration changes are reviewed. Develops/supports solutions to complex technical communications with the client. Establishes and maintains open and frequent technical communications with the client. Promotes professionalism throughout the work force. Anticipates and advocates future capability needs. Represents the company in major technical issues.	BS degree and a minimum of fifteen (15) years of direct engineering experience or MS degree and thirteen (13) years minimum of direct engineering or Ph.D. degree and nine (9) years minimum of direct engineering experience. Membership (or equivalent recognition) on a technical society committee/board. Recognized expertise in area of responsibility.
16	Engineer Jr.	Performs limited portions of engineering tasks under the detailed direction of an experienced engineer. Applies commonly used equations and techniques to solve assigned problems.	BS degree.
17	Engineer Mid	Independently performs a project assignment that involves few complex features and can be guided by codes, standards, and other precedents of the discipline. Analyzes and/or evaluates the results of an analysis using techniques prescribed by senior engineers or supervisors. Accomplishes complete tasks of limited scope or solves problems which require investigation of a limited number of variables.	BS degree and three (3) years minimum related engineering experience, or MS degree and two (2) years minimum of related engineering experience or Ph.D.

PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
18	Engineer Specialist	Explores unique or controversial subject areas, defines scope; selects problems for investigation; develops concepts and approaches. Applies advanced theories, concepts, principles, and processes in a specialized area of expertise; serves as company specialist in area. Acts independently to recommend changes in the technical approach or emphasis of projects and complete progress and/or conceives, plans, and develops new technical methods or approaches as warranted by advancements in the state-of-the-art technology. Provides direct communication of unique/innovative practices between the company and the client.	BS degree and a minimum of fourteen (14) years of direct engineering experience, or a MS degree and twelve (12) years minimum of direct engineering experience, or Ph.D. degrees and nine (9) years minimum direct engineering experience.
19	Engineer Sr.	Independently plans, schedules, conducts, or coordinates detailed phases of engineering work through the selection and adaptation or modification of techniques, procedures, and criteria. Analyzes complex features of the work and applies principles and practices of the discipline, or devises new approaches in problem solving. Thoroughly reviews all results from assigned tasks and determines if outputs are complete, correct, integrated with project objectives, and adequately documented.	BS degree and eight (8) years minimum related engineering experience, or a MS degree and seven (7) years minimum of related engineering experience or Ph.D. and two (2) years minimum of related engineering experience.
20	Engineering Associate Jr.	Assists other employees in routine tasks such as logging, sorting, and taking data. Observes operations and records data for analysis by others. During progressive training activities, confers with other personnel to clarify scope and requirements of assignments. Seeks out routines and becomes familiar with group procedures in order to expedite training activities.	Ability to understand basic engineering terminology. College courses in engineering, mathematics, or science are desirable. High School Diploma or GED preferred and 0 years experience
21	Engineering Associate Mid	Provides general assistance to technical personnel. Extracts engineering data from various prescribed but non-standardized sources; processes the data following well-defined methods including elementary algebra and geometry. Performs moderately complex computations. Prepares more routine internal reports and procedures related to work function. Utilizes computer terminals to formulate graphic files, to chart, collect, and plot data.	Two (2) years college with courses in computer science, mathematics, or other related engineering courses, plus two (2) years minimum of related experience in data reduction and analysis.
22	Engineering Associate Sr.	Performs difficult and responsible engineering work in a field of engineering or science with considerable latitude as to methods of accomplishing assignments. Plans or assists in planning requirements, writing procedures, evaluating data, and writing reports. May write technical reports on projects covering progress, evaluation, analysis, and conclusions; contributes to the preparation of formal reports on special technical investigations or studies. Selects approaches to resolve design or operational problems; visualizes and develops new techniques or methods as needed for effective data presentations. Coordinates complex engineering and administrative problems needing resolution with suppliers, contractors, engineers, etc. May supervise or train a small staff of associates or craftsmen. Makes sound engineering decisions in situations where standard methods, procedures, and techniques may not be applicable.	Two (2) years of college with courses in engineering or associated disciplines, and eight (8) years minimum of related experience. Additional relevant education may be substituted for a portion of the experience. Communication skills, both oral and written, should be commensurate with the position. Demonstrated ability to lead and direct work of others. Position requires specialized and extensive knowledge of engineering principles gained through long and varied work experience in field of specialty.
23	Manager Mid	Manages the overall working units area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards	Bachelor's degree and eleven (11) years minimum related experience, or Master's degree and nine (9) years minimum related experience or Ph.D. and five (5) years minimum of related experience. Requires prior supervisory experience.

PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
24	Manager Sr.	Manages the overall working units area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Manages and controls programs and non-project activities and resources. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards.	Bachelor's degree and fifteen (15) years minimum related experience, or Master's degree and thirteen (13) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires prior supervisory experience.
25	Office Assistant	(Note: May not perform all of the following.) Arranges and prepares office and general correspondence, and technical and business reports, etc., using specialized equipment such as typewriter, word processing equipment, etc. Maintains office and general files on a variety of materials. Maintains logs and posts data to records. Prepares routine reports. Performs other related duties: answers phones, procures office supplies, sorts and distributes mail, duplicates material, etc.	Requires general clerical skills and familiarity with standard office procedures, equipment, etc. For positions requiring typing skills: ability to type at the rate of 60 words per minute with no more than eight (8) errors. High School Diploma or GED preferred and 0 years experience
26	Operations Assistant	Performs general maintenance. Picks up supplies and delivers material as required.	Requires ability to understand and follow both written and oral instructions. No experience is required. May require a valid state driver's license. Additional Jacobs requirement: High School Diploma or GED preferred and 0 years experience
27	Program Manager	Represents the company to clients, users, and sponsors in the program area. Manages the business aspects of several projects composing the program to assure program objectives are met within cost and on schedule. Serves as a communications or focal point for the program. Provides briefings for the customer and Jacobs management as required to assure high levels of management are adequately informed of the changing nature of the program in order to take appropriate actions. Evaluates the performance of those project managers assigned to program.	Bachelor's degree and a minimum of fourteen (14) years minimum related experience, or Master's degree and twelve (12) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires prior supervisory experience.
28	Programmer/Systems Analyst Jr.	Codes, tests, and maintains computer programs using established techniques and procedures. Assists in the development of computer program documentation and operational procedures.	Bachelor's degree in a related computer, scientific, engineering, or appropriate discipline.
29	Programmer/Systems Analyst Mid	Performs coding, testing, installation, and maintenance of engineering computer programs having features including multiplicity of function, critical constraints, and elaborate input/output. Develops computer program documentation and operational procedures. Prepares project resource estimates, schedules, and cost analyses. Provides diagnostic support to correct processing anomalies in complex computer programs. Assists in the preparation of specifications and other activities requiring knowledge of programming principles and techniques. Interprets requirements and performs analyses to ensure that objectives are met. Assists in the training of less experienced personnel.	Bachelor's degree in a related computer, scientific, or engineering discipline and three (3) years minimum of progressive, relevant experience, or an Master's degree in a related computer, scientific or engineering discipline and two (2) years minimum of progressive experience, or a Ph.D. degree in a related computer, scientific or engineering discipline.

PES Labor Category Descriptions

#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
30	Programmer/ Systems Analyst Specialist	Develops, modifies, and maintains complex engineering computer programs. Performs requirements analyses, derives mathematical descriptions, develops appropriate computational algorithms, and provides design specifications for computer programs. Develops operational procedures for computer systems. Interprets and analyzes processing anomalies for computer systems and takes corrective action. Prepares and critiques technical reports and memoranda. Assists management in defining computer system requirements and in system acquisitions. Represents the organization in technical liaison with external organizations.	Bachelor's degree in a related computer, scientific, or engineering discipline and fourteen (14) years minimum of progressive experience, or an Master's degree in a related computer, scientific or engineering discipline and twelve (12) years minimum of progressive experience, or a Ph.D. degree in a related computer, scientific or engineering discipline and nine (9) years minimum of progressive experience.
31	Programmer/ Systems Analyst Sr.	Provides technical consultation and direction in the development and application of advanced theories, concepts, principles, and processes for utilization of computer system. Conceives, plans, and conducts investigations for areas in which precedents are lacking. Advises management on policies, procedures, and standards as they relate to complex computer systems in order to improve operations and advance capabilities.	Bachelor's degree in a related computer, scientific, or engineering discipline and eight (8) years minimum of progressive experience, or an Master's degree in a related computer, scientific or engineering discipline and seven (7) years minimum of progressive experience, or a Ph.D. degree in a related computer, scientific or engineering discipline and two (2) years minimum of progressive experience.
32	Project Manager Jr.	Assists more senior project managers in development of project work plans, specifications and criteria, and cost and schedule estimates; assists in development of new business opportunities. Manages projects of limited scope within contractual cost and schedule guidelines; reviews output/documentation/deliverables for adequacy of quality and quantity. Tracks progress of project work and resource usage, informs senior managers of problem areas, and recommends corrective action, as needed. Evaluates performance of project team members.	Bachelor's degree in an appropriate discipline and five (5) years minimum of project management experience, or a Master's degree and four (4) years minimum of project management experience.
33	Project Manager Mid	Serves as a point of contact for development and discussion of new business opportunities and, subsequently, project objectives, scope, and budgets within the company and between the company and the client. Leads a team in the accomplishment of work on projects of large size and in the development of all required documentation/deliverables within budget and schedule constraints. Controls project work accomplishment vs. scope of services contracted, assesses progress vs. schedule and budget; resolves conflicts or elevates conflicts to management level necessary for resolution. Assists senior project managers in the development and management of large and complex projects; may lead a portion of the project. Evaluates performance of project team members.	Bachelor's degree in an appropriate discipline and ten (10) years minimum of related experience with at least three (3) years minimum in project management, or a Master's degree from an accredited engineering school and eight (8) years minimum of related experience with at least three (3) years minimum in project management experience.
34	Project Manager Sr.	Initiates new business contacts under the direction of an officer or senior-level manager and participates in the development of marketing and pricing strategies and the subsequent contractual agreements. Manages large, complex projects; tracks and controls scope of work, resource utilization, schedules, and work accomplishments; initiates corrective actions as required; maintains continuous contact with the client and resolves contractual conflicts or elevates conflicts to officer/director level for resolution. Monitors progress of subordinate managers on assigned projects and provides management, administrative, and technical guidance as required. Assists other senior project managers, principles, or officers in the management of extremely large, multi-discipline projects. Evaluates performance of project team members or project managers assigned	Bachelor's degree in an appropriate discipline plus a minimum of fourteen (14) years minimum of related experience with at least five (5) years minimum in project management, or a Master's degree plus a minimum of twelve (12) years minimum of related experience with at least five (5) years minimum in project management.

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PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
35	Secretary Jr.	Arrange and types a variety of materials including technical reports, letters, memorandum, statistical data, and other office correspondence. Composes and types routine correspondence for supervisor's approval. Takes dictation (manually or via Dictaphone); transcribes and types correspondence, memoranda, and reports. Gathers, tabulates, or otherwise manipulates data. Types and distributes periodic reports. Coordinates travel arrangements for supervisors and staff members. Responds to routine telephone requests and refers calls and visitors to appropriate staff. Reviews mail and ensures timely staff response. Sets up and maintains files. Assumes supervisor's administrative duties for office efficiency.	Requires a minimum of two (2) years of relevant experience in a administrative position or through specialized training. For positions requiring typing skills: High School diploma or GED
36	Secretary Sr.	Arrange and types a variety of materials including technical reports, letters, memoranda, statistical data, and other office correspondence. Composes correspondence for supervisor whenever possible. Takes dictation; transcribes and types correspondence, memoranda, and reports. Prepares and types periodic reports, summaries, replies to inquiries, etc. Schedules appointments; anticipates and prepares material needed for meetings. Screens telephone calls, visitors, incoming correspondence, etc. Direct inquiries to appropriate personnel for response and drafts responses where appropriate. Designs and maintains specialized files. Reviews outgoing materials and correspondence for internal consistency and conformance with established organizational and company procedures. Makes arrangements for domestic and international travel. Interfaces with Jacobs Corporation personnel and ensures that information requests are submitted in a timely manner. Performs other related administrative duties.	Requires a minimum of six (6) years of relevant experience in a secretarial or administratively responsible position, or through a combination of relevant experience and specialized training. Requires demonstrated office management, general administrative, and good oral and written communication skills. For positions requiring typing skills: Typing at the rate of 60 words per minute with no more than eight (8) errors. For positions requiring stenographic skills: shorthand at the rate of 80 words per minute with a grade of no less than three (3). High School diploma or GED
37	Supervisor Mid	Serves as focal point for work requests of the group; plans, organizes, and coordinates the activities of personnel engaged in a specific technical support function involving equipment operations or maintenance. Controls and reviews work to ensure timeliness and accuracy of responsible functions. Establishes and maintains schedules for the group to be consistent with budgetary and time constraints with emphasis on safety of operations. Assists employees with problem resolution; counsels employees and commends or reprimands as appropriate; conducts performance evaluation interviews; seeks interpretation of company policies as required and informs employees; enforces safety regulations; assures compliance with and actively supports EEO/AA programs. Develops innovative approaches to non-routine, nonrecurring work requests, based on acquired expertise and knowledge of organization philosophy and personnel capabilities. Performs any other related duties as may be required to meet objective of the group, provides training; maintains appropriate records. Serves as technical specialist in area of specialty and acts as a contributing member of management teams for policy formulation.	Minimum of two (2) years college or vocational training in area of specialty plus fourteen (14) years relevant experience, or any equivalent combination of education/experience for a total of sixteen (16) years.

PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
38	Supervisor Sr.	Provides lower-level supervisors, working leaders, and employees with work direction and delegates sufficient authority to carry out responsibilities. Continuously plans and schedules work of those reporting to ensure that it may be effectively performed; establishes realistic and attainable objectives and defines expected results; reviews technical work of subordinates; implements quality, safety, and housekeeping activities as integral part of their operation. Evaluates job performance of employees; recommends compensation consistent with job assignment and performance; provides on-the-job training; supports and complies with EEO/AA programs. Develops innovative approaches to non-routine, nonrecurring work requests, based on acquired expertise and knowledge of organizational philosophy and personnel capabilities. Develops and makes recommendations on budgets, plans, and guidelines for acceptable accomplishment of assigned objectives. Serves as an advisory and contributing member of the management team in regard to formulation of policies and procedures for area of expertise and specialty. Interfaces considerably with peers and upper management to ensure accomplishment of company objectives within areas of responsibility; keeps superiors informed of significant developments.	Bachelor's degree in area of specialty and thirteen (13) years minimum relevant experience or Master's degree and eleven (11) years minimum relevant experience or Ph.D. and seven (7) years minimum relevant experience.
39	Technical Assistant	<i>(Note: May not perform all of the following.)</i> Assists with general routine maintenance work. Assists with inspection, preventative maintenance and minor repairs on electrical, mechanical, and HVAC systems. Performs minor repairs to all building structures and finishes. May assist in transporting Jacobs personnel and clients.	Requires ability to understand and follow both written and oral instructions. May require a valid state driver's license with no restrictions/limitations. High School Diploma or GED preferred and 0 years experience
40	Technical Manager	Maintains high level of involvement in client activities to achieve insight into areas where Jacobs support may be applied to accomplish client goals most effectively. Manages the overall working unit's area of responsibility, develops and implements plans, determines personnel requirements and assigns/evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Identifies and allocates manpower and resources to ensure completion of established objectives within budgetary and schedule guidelines while upholding high technical standards. Organizes project and task workloads, selects individuals most qualified for assignments on specific projects, and makes task assignments.	Bachelor's degree and fourteen (14) years minimum related experience, or Master's degree and twelve (12) years minimum related experience or Ph.D. and eight (8) years minimum of related experience. Requires prior managerial/supervisory experience.
41	Technical Specialist	Serves as focal point for work requests of the group; plans, organizes, and coordinates the activities of personnel engaged in equipment operations or maintenance. Controls and reviews work to ensure timeliness and accuracy of responsible function. Establishes and maintains schedule for the group to be consistent with budgetary and time constraints, with emphasis on safety operations. Assists employees with problem resolution; coaches and counsels employees; assures compliance with and activity supports EEO/AA programs. Develops innovative approaches to non-routine, nonrecurring work requests based on acquired expertise and knowledge of organizational philosophy and personnel capabilities. Performs any other related duties as may be required to meet objectives of the group; provides training; maintains appropriate records.	Minimum of two (2) years college or vocational training in area of specialty plus twelve (12) years relevant experience, or any equivalent combination of education/ experience for total of fourteen (14) years.

PES Labor Category Descriptions			
#	Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements (see note 1 below)
42	Technician	(Note: May not perform all of the following duties.) Assists in the operation, installation, fabrication, maintenance and repair of electrical and electronic equipment or ADPE and instrumentation systems. OR Performs routine fabrication, checkout, troubleshooting and repair of electronic systems or basic electronic or electromechanical test equipment. OR Operates and maintains electromechanical equipment or systems required to receive and deliver cryogenic fluids, may assist in fabrication of mechanical components. OR Performs fabrication and maintenance of electromechanical systems and operates hydrologic and hydraulic equipment. OR Assists in calibrating and cleaning transducers, samplers, and coupling devices used in cryogenic systems.	Two (2) years college plus four (4) years minimum related experience. Ability to operate hand and power tools.
43	Test Technician Jr.	Provides general assistance to higher-grade technicians in the performance of duties. Follows specific instructions, performs a wide variety of activities in the shop or test areas. Performs manual work such as operating power equipment, electric and air tools, or other hand tools requiring loading and unloading supplies, equipment, and other materials. Performs pickup and delivery service as required. Performs other related duties as required.	AA Degree or equivalent in an appropriate and relevant discipline, and two (2) years or more of relevant experience for Electronic Technicians; requires High School diploma or GED plus two (2) years or more of relevant experience for all other areas of specialty.
44	Test Technician Sr.	Under general supervision, performs routine metal working, mechanical, electrical, and manual work in the testing, operating, and shop areas of an engineering test facility. Prepares test articles for testing; installs instrumentation or test articles; prepares test facility equipment for operation, checks installations, troubleshoots equipment, test articles, instrumentation, and installations in case of malfunctions; operates plant equipment during tests. Assists on tests. Removes test articles after tests, installs and maintains facility systems, accomplishes maintenance and service work required to place and keep test facility equipment in operation; uses a wide variety of hand and machine tools, powered equipment, and measuring and testing equipment. Provides general assistance to engineering personnel involving test programs. Performs other work as required.	Two (2) years college plus Six (6) years minimum of related experience in layout, fabrication, assembly, erection, and rigging of steel towers or structural research instrumentation. Ability to skillfully operate and work with a wide variety of hand and power tools associated with the trade. Ability to read and work from blueprints, diagrams, or sketches

Note 1: For entries under the "Knowledge and Skill Requirements" column identifying college or experience requirements, one year of relevant experience can be substituted for one year of college. Alternatively, one year of college where relevant courses are taken can be substituted for one year of experience. For example; if the education requirement is Bachelor's with 4 years' experience, 8 years of relevant experience with no college would be equivalent and if the experience requirement is 4 years with no college, a Bachelor's degree in a relevant area would be equivalent.

MOBIS Labor Categories

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Labor Category	Duties and Responsibilities	Knowledge/Skill Requirements
Administrative Associate Jr.	<p>Provides administrative assistance for a clearly defined area of specialty.</p> <p>Coordinates scheduling of material, work, or information services to support timely dissemination; may implement requisition processes as required. Develops and maintains suspense record systems dealing with status of material, equipment, or data, some or all of which may be classified in nature. Prepares listings for area of specialty; may conduct internal audits or periodic inventories, balance budgetary data, or verify data as required. Prepares administrative reports utilizing accessible and available material from a variety of reference sources; researches material as needed. Composes and prepares correspondence, reports, etc., in rough and finished forms using own initiative and in accordance with policies and procedures; prepares a variety of reports, summaries, etc. based upon files, records, logs, etc.; selects relevant information from a variety of sources and incorporates into responses to inquiries of appropriate magnitude. Reports and summaries prepared are non-routine and frequently one-time requests. Responds daily to verbal inquiries regarding status of material or information; provides advisory services for area of specialty; may interface with other contractor or agencies for normal performance of job. Reviews regulations, publications, and directives, initiating appropriate action or referring to appropriate staff member.</p>	<p>Experience: Three (3) years minimum progressive experience plus the education requirement below, or any equivalent combination of relevant education and experience. Incumbent must have good communication skills, both oral and written, and working familiarity with remote terminal equipment.</p> <p>Education: One (1) year of college with courses in a relevant or appropriate discipline</p>
Administrative Associate Mid	<p>Provides non-routine administrative assignments of substantial variety and complexity. Serves as organizational authority in areas of administrative responsibility.</p> <p>Develops, recommends, and implements timely completion of functions to satisfy contract requirements which may include scheduling of material, man-hours, or information services. Close liaison is established and maintained with internal organizations, external firms or agencies, and/or the Air Force. Determines, maintains, and revises priorities for others to accomplish objectives or function. Prepares a variety of informal and formal correspondences for both internal and external dissemination. Work produced represents considerable originality and/or analytical skills within defined areas. Coordinates, complies, and prepares a variety of management related information utilizing extensive contracts with external agencies to interpret and recommend action. Conducts briefings and inspections to assure compliance with prescribed policies and procedures.</p>	<p>Experience: Four (4) years minimum progressive experience plus the education requirement below, or any equivalent combination of relevant education and experience. Additional relevant education may be substituted for progressive experience. Oral and written communication skills commensurate with the position are required along with comprehensive knowledge of company policies and procedures and work flow processes.</p> <p>Education: Two (2) years of college with courses in business administration, industrial management, or appropriate discipline.</p>
Administrative Associate Sr.	<p>Performs a broad level of complex administrative functions and serves as a specialist in a technical area. Interfaces between Jacobs Technology, other contractors, and clients, as required.</p> <p>Performs independent, non-routine assignments within areas of responsibility. Conducts a significant portion of a business operation as a specialist in the area, operating with considerable latitude for non-reviewed action or decision. May develop and revise integration of test or support schedules compatible with Company and the clients priorities. Conducts interviews and analyzes data regarding complex issues and business systems; prepares detailed management report on the subject. May provide and develop test and support schedules. Determines effectiveness of complex business systems and recommends improvements. Prepares and conducts briefings or presentations, as required, in areas of specialty. Advises management on business activities in area of expertise and serves as company</p>	<p>Experience: Eight (8) years minimum of progressive and relevant experience. Additional relevant education may be substituted for progressive experience. Requires good oral and written communication skills, and analytical capability.</p> <p>Education: Two (2) years of college with courses in business administration, industrial management, or appropriate discipline.</p>

	representative. Works on special assignments, coordinates actions to correct problems, and documents subsequent to procedures.	
MOBIS Labor Categories		
Labor Category	Duties and Responsibilities	Knowledge/Skill Requirements
Administrative Professional Jr.	Responsible for a limited portion of the administrative and routine functions of a support organization. Examines and verifies information contained in reports, records, and other documentation. Maintains records, reports, and correspondence as required. Performs records and literature searches for others. Performs routine posting of data to records as required. Prepares reports in accordance with prescribed styles and formats, gathering and analyzing data as may be required. Assists in preparation of presentations, reports, and briefings.	Experience: Does not require any additional years of experience. Education: BA or BS degree in the appropriate discipline
Administrative Professional Mid	Performs a broad level of assignments in an administrative function and is responsible for a portion of the administrative functions of a support organization. Performs independent, professional, non-routine assignments within areas of responsibility, as assigned. Responsible for a portion of a business activity, conducting routine work independently and in some cases instructing lower-level assistants. Conducts independent interviews and data analysis regarding moderately complex issues or procedures, and prepares reports to supervision or management regarding evaluations and recommendation. Evaluates business systems to determine effectiveness of procedures and recommends improvements. Prepares and conducts briefings or presentations as required. Serves as department representative on special assignments involving area of expertise.	Experience: Three (3) years minimum of appropriate and progressive experience. Additional relevant education may be substituted for progressive experience. Education: Bachelor's degree in the appropriate discipline.
Administrative Professional Sr.	Plans and conducts a portion of a major business activity involving routine operations as well as complicated special projects. Plans and conducts a portion of a major business activity involving routine operations as well as complicated special projects.	Experience: Ten (10) years minimum of progressive and relevant experience. Additional relevant education may be substituted for progressive experience. Education: Bachelor's degree in the appropriate discipline.
Administrative Specialist	Responsible for planning, organizing, leading, and controlling the allocated resources of an administrative or technical support unit with significant impact upon operations of a large group or the Company in total. Coaches the overall working units in area of responsibility, develops and implements plans, determines personnel requirements, evaluates results, provides employee counseling, and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for area of responsibility. Implements quality, safety, and housekeeping standards.	Experience: Fourteen (14) years minimum related experience with Bachelor's degree, or twelve (12) years minimum related experience with Master's degree or eight (8) years minimum of related experience with Ph. D degree. Requires demonstrated leadership skills. Must be able to effectively communicate with others. Education: Bachelor's, Master's, or Ph. D degree

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Labor Category	Duties and Responsibilities	Knowledge/Skill Requirements
Technical Manager	<p>Responsible for planning, organizing, leading, and controlling the allocated resources of a technical support unit with significant impact upon the overall operations of a large group or the Company in total. Responsible for managing the activities and staff of a research engineering or technical unit engaged in product development, design, process definition/ improvement, or related technical support functions.</p> <p>Maintains high level of involvement in client activities to achieve insight into areas where Jacobs Technology support may be applied to accomplish client goals most effectively.</p> <p>Manages the overall working units area of responsibility, develops and implements plans, determines personnel requirements and assigns/evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Identifies and allocates manpower and resources to ensure completion of established objectives within budgetary and schedule guidelines while upholding high technical standards. Organizes project and task workloads, selects individuals most qualified for assignments on specific projects, and makes task assignments.</p>	<p>Experience: Fourteen (14) years minimum of related experience with Bachelor's degree, or twelve (12) years minimum of related experience with Master's degree, or eight (8) years minimum of related experience with Ph. D degree. Requires demonstrated leadership skills as evidenced by prior managerial and supervisory experience. Must be able to effectively communicate with others.</p> <p>Education: Bachelor's, Master's or Ph.D. degree in area of specialty.</p>
Project Manager Jr.	<p>Responsible for providing assistance to more senior project managers for the direction of large projects or managing a small project of limited scope/cost.</p> <p>Assists more senior project managers in development of project work plans, specifications and criteria, and cost and schedule estimates; assists in development of new business opportunities. Manages projects of limited scope within contractual cost and schedule guidelines; reviews output/documentation/deliverables for adequacy of quality and quantity. Tracks progress of project work and resource usage, informs senior managers of problem areas, and recommends corrective action, as needed. Evaluates performance of project team members.</p>	<p>Experience: Five (5) years minimum of engineering experience with Bachelor's degree, or four (4) years minimum of relevant experience with Master's degree.</p> <p>Education: Bachelor's or Master's degree in appropriate discipline.</p>
Project Manager Mid	<p>Responsible for managing project of large size and complexity, or multiple projects. Assists more senior managers in marketing and managing large and complex projects or group of projects.</p> <p>Serves as a point of contact for development and discussion of new business opportunities and, subsequently, project objectives, scope, and budgets within the company and between the company and the client. Leads a team in the accomplishment of work on projects of large size and in the development of all required documentation/ deliverables within budget and schedule constraints. Controls project work accomplishment vs. scope of services contracted, assesses progress vs. schedule and budget; resolves conflicts or elevates conflicts to management level necessary for resolution. Assists senior project managers in the development and management of large and complex projects; may lead a portion of the project. Evaluates performance of project team members.</p>	<p>Experience: (10) years minimum of engineering experience with Bachelor's degree with at least three (3) years minimum in project management, or eight (8) years minimum of relevant experience with Master's degree with at least three (3) years minimum in project management. Demonstrated competence in project management and technical competence in discipline field(s) and knowledge of company policies and practices.</p> <p>Education: Bachelor's or Master's degree in appropriate discipline.</p>

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Labor Category	Duties and Responsibilities	Knowledge/Skill Requirements
Project Manager Sr.	<p>Responsible for managing large and complex projects, and providing management for a group of smaller projects via subordinates managers. Conducts marketing operations and assists other managers, principals, or officers in marketing and managing very large, complex projects.</p> <p>Initiates new business contacts under the direction of an officer or senior-level manager and participates in the development of marketing and pricing strategies and the subsequent contractual agreements. Manages large, complex projects; tracks and controls scope of work, resource utilization, schedules, and work accomplishments; initiates corrective actions as required; maintains continuous contact with the client and resolves contractual conflicts or elevates conflicts to officer/director level for resolution. Monitors progress of subordinate managers on assigned projects and provides management, administrative, and technical guidance as required. Assists other senior project managers, principles, or officers in the management of extremely large, multi-discipline projects. Evaluates performance of project team members or project managers assigned to project.</p>	<p>Experience: Fourteen (14) years minimum of engineering experience with Bachelor's degree with at least five (5) years minimum in project management, or twelve (12) years minimum of relevant experience with Master's degree with at least five (5) years minimum in project management. Demonstrated leadership skills, ability to function under pressure, demonstrated resource management capability, demonstrated technical competence and thorough knowledge of company policies and practices.</p> <p>Education: Bachelor's or Master's degree in appropriate discipline.</p>
Manager Jr.	<p>Responsible for planning, organizing, leading, and controlling the allocated resources of a staff administrative function within a large group or of a small operations section within a small group or division.</p> <p>Manages the overall working units area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards.</p>	<p>Experience: Ten (10) years relevant experience plus the education requirement below, or any equivalent combination of education/experience for a total of twelve (12) years. Demonstrated leadership ability and good communication skills are required.</p> <p>Education: Minimum of two (2) years college or vocational training in area of specialty.</p>
Manager Mid	<p>Responsible for planning, organizing, leading, and controlling the allocated resources of a small staff administrative or technical support unit, or serves as assistant manager of a larger staff unit.</p> <p>Manages the overall working units area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards.</p>	<p>Experience: Eleven (11) years minimum related experience with Bachelor's degree, or nine (9) years minimum related experience with Master's degree, or five (5) years minimum of related experience with Ph.D. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others.</p> <p>Education: Bachelor's, Master's, or Ph.D. degree.</p>
Manager Sr.	<p>Responsible for planning, organizing, leading, and controlling the allocated resources of technical unit.</p> <p>Manages the overall working units area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Manages and controls programs and non-project activities and resources. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards.</p>	<p>Experience: Fifteen (15) years minimum related experience with Bachelor's degree, or thirteen (13) years minimum related experience with Master's degree, or nine (9) years minimum of related experience with Ph.D. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others.</p> <p>Education: Bachelor's, Master's, or</p>

		Ph.D. degree.
MOBIS Labor Categories		
Labor Category	Duties and Responsibilities	Knowledge/Skill Requirements
Program Manager	Responsible for program management leadership for a group of project managers in a single program area. Represents the company to clients, users, and sponsors in the program area. Manages the business aspects of several projects composing the program to assure program objectives are met within cost and on schedule. Serves as a communications or focal point for the program. Provides briefings for the customer and Jacobs Technology management as required to assure high levels of management are adequately informed of the changing nature of the program in order to take appropriate actions. Evaluates the performance of those project managers assigned to program.	Experience: Fourteen (14) years minimum related experience with Bachelor's degree, or twelve (12) years minimum related experience with Master's degree, or nine (9) years minimum of related experience with Ph.D. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others. Education: Bachelor's, Master's, or Ph.D. degree.
Director I	Responsible for directing, planning, and organizing a major staff organization with multi-group functions. Directs the overall operations of a staff function within the general company objectives; develops and recommends plans and programs, and implements; assigns personnel and provides evaluation of results. Prepares resources estimates and complies with overall budget limitations. Interprets and recommends corporate policies and procedures; develops and implements policies and procedures within corporate guidelines. Serves as advisor to executive management on matters within area of responsibility; serves as member of corporate committees.	Experience: Fifteen (15) years minimum related experience with Bachelor's degree, or thirteen (13) years minimum related experience with Master's degree, or nine (9) years minimum of related experience with Ph.D. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others. Education: Bachelor's, Master's, or Ph.D. degree.
Director II	Responsible for directing, planning, and organizing a major technological department within a large group or within the company. Directs the overall operations of a department within the overall company objectives; develops and plans technical programs, and implements; assigns personnel, and reviews results. Inputs resource requirements, and allocates and controls resource utilization for department. Recommends and reviews policies and procedures for group-wide and/or company-wide application. Serves as advisor to executive management on projects and progress within area of responsibility; serves as member of Policy Committees. Serves as official company representative to clients.	Experience: Fifteen (15) years minimum related experience with Bachelor's degree, or thirteen (13) years minimum related experience with Master's degree, or nine (9) years minimum of related experience with Ph.D. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others. Education: Bachelor's, Master's, or Ph.D. degree.

Note: For entries under the "Knowledge and Skill Requirements" column identifying college or experience requirements, one year of relevant experience can be substituted for one year of college. Alternatively, one year of college where relevant courses are taken can be substituted for one year of experience. For example; if the education requirement is Bachelor's with 4 years' experience, 8 years of relevant experience with no college would be equivalent and if the experience requirement is 4 years with no college, a Bachelor's degree in a relevant area would be equivalent.

LogWorld Labor Categories Descriptions

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Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Engineer/Scientist Jr.	<p>Performs a variety of routine engineering tasks designed to provide experience and familiarization with engineering methods, practices, and programs.</p> <p>Performs limited portions of engineering tasks under the detailed direction of an experienced engineer. Applies commonly used equations and techniques to solve assigned problems.</p>	BS degree in appropriate engineering discipline.
Engineer/Scientist Mid	<p>Independently evaluates, selects and applies standard engineering techniques, procedures, and criteria; make minor adaptations and modifications.</p> <p>Independently performs a project assignment that involves few complex features and can be guided by codes, standards, and other precedents of the discipline. Analyzes and/or evaluates the results of an analysis using techniques prescribed by senior engineers or supervisors. Accomplishes complete tasks of limited scope or solves problems which require investigation of a limited number of variable.</p>	BS degree in an appropriate engineering discipline and three (3) years minimum related engineering experience, or MS degree in an appropriate engineering discipline and two (2) years minimum of related engineering experience or Ph.D. in an appropriate engineering discipline.
Engineer/Scientist Sr.	<p>To independently evaluate, select, adapt, and modify standard techniques and criteria in order to plan and conduct engineering assignment.</p> <p>Independently plans, schedules, conducts, or coordinates detailed phases of engineering work through the selection and adaptation or modification of techniques, procedures, and criteria. Analyzes complex features of the work and applies principles and practices of the discipline, or devises new approaches in problem solving. Thoroughly reviews all results from assigned tasks and determines if outputs are complete, correct, integrated with project objectives, and adequately documented.</p>	BS degree in an appropriate engineering discipline and eight (8) years minimum related engineering experience, or MS degree in an appropriate engineering discipline and seven (7) years minimum of related engineering experience or Ph.D. in an appropriate engineering discipline and two(2) years or related engineering experience.
Engineer/Scientist Specialist	<p>To serve as a technical specialist for the company in the application of advanced theories, concepts, principles, and processes for assigned area of responsibility.</p> <p>Explores unique or controversial subject areas, defines scope; selects problems for investigation; develops concepts and approaches. Applies advanced theories, concepts, principles, and processes in a specialized area of expertise; serves as company specialist in area. Acts independently to recommend changes in the technical approach or emphasis of projects and complete progress and/or conceives, plans, and develops new technical methods or approaches as warranted by advancements in the state-of-the-art technology. Provides direct communication of unique/innovative practices between the company and the client.</p>	BS degree in an appropriate engineering discipline and fourteen (14) years minimum related engineering experience, or MS degree in an appropriate engineering discipline and twelve (12) years minimum of related engineering experience or Ph.D. in an appropriate engineering discipline and nine (9) years or related engineering experience.
Engineer/Scientist Specialist Sr.	<p>To serve as a technical specialist for the company in the application of advanced theories, concepts, principles, and processes for assigned area of responsibility.</p> <p>Explores unique or controversial subject areas, defines scope; selects problems for investigation; develops concepts and approaches. Applies advanced theories, concepts, principles, and processes in a specialized area of expertise; serves as company specialist in area. Acts independently to recommend changes in the technical approach or emphasis of projects and complete progress and/or conceives, plans, and develops new technical methods or approaches as warranted by advancements in the state-of-the-art technology. Provides direct communication of unique/innovative practices between the company and the client.</p>	BS degree in an appropriate engineering discipline and sixteen (16) years minimum related engineering experience, or MS degree in an appropriate engineering discipline and fifteen (15) years minimum of related engineering experience or Ph.D. in an appropriate engineering discipline and twelve (12) years or related engineering experience.

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Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Engineer Chief I	<p>Responsible for maintenance and growth of technical expertise, ensuring standard practices where applicable, and aggressively seeking world-class capabilities in people, processes, and systems.</p> <p>Remains abreast of state-of-the-art techniques throughout industry and DoD. Develops and communicates technical visions/strategies. Ensures continuity of work force technical skills. Ensures common equipment/practices across the total organization. Ensures major configuration changes are reviewed and communicated.</p> <p>Develops/supports solutions to complex technical communications with the client. Establishes and maintains open and frequent technical communications with the client. Promotes professionalism throughout the work force.</p>	<p>BS degree in an appropriate engineering discipline and fifteen (15) years minimum related engineering experience, or MS degree in an appropriate engineering discipline and thirteen (13) years minimum of related engineering experience or Ph.D. in an appropriate engineering discipline and nine (9) years or related engineering experience.. Membership (or equivalent recognition) on an external technical society committee/ board. Recognized expertise in area of responsibility.</p>
Engineer Chief II	<p>Responsible for maintenance and growth of technical expertise, ensuring standard practices where applicable, and aggressively seeking world-class capabilities in people, processes, and systems.</p> <p>Remains abreast of state-of-the-art techniques throughout industry and DoD. Develops and communicates technical visions/strategies. Ensures continuity of work force technical skills. Ensures common equipment/practices across the total organization. Ensures major configuration changes are reviewed. Develops/supports solutions to complex technical communications with the client. Establishes and maintains open and frequent technical communications with the client. Promotes professionalism throughout the work force. Anticipates and advocates future capability needs. Represents the company in major technical issues.</p>	<p>BS degree in an appropriate engineering discipline and fifteen (15) years minimum related engineering experience, or MS degree in an appropriate engineering discipline and thirteen (13) years minimum of related engineering experience or Ph.D. in an appropriate engineering discipline and nine (9) years or related engineering experience. Membership (or equivalent recognition) on a technical society committee/board. Recognized expertise in area of responsibility.</p>
Programmer/Systems Analyst Jr.	<p>To modify and write routine engineering computer programs using established techniques, standards, and procedures.</p> <p>Codes, tests, and maintains computer programs using established techniques and procedures. Assists in the development of computer program documentation and operational procedures.</p>	<p>Bachelor's degree in a related computer, scientific, or engineering discipline.</p>
Programmer/Systems Analyst Mid	<p>To develop and maintain complex engineering computer programs.</p> <p>Performs coding, testing, installation, and maintenance of engineering computer programs having features including multiplicity of function, critical constraints, and elaborate input/output. Develops computer program documentation and operational procedures. Prepares project resource estimates, schedules, and cost analyses. Provides diagnostic support to correct processing anomalies in complex computer programs. Assists in the preparation of specifications and other activities requiring knowledge of programming principles and techniques.</p> <p>Interprets requirements and performs analyses to ensure that objectives are met. Assists in the training of less experienced personnel.</p>	<p>Bachelor's degree in a related computer, scientific, or engineering or appropriate discipline and three (3) years minimum of progressive, relevant experience, or an Master's degree in a related computer, scientific or engineering or appropriate discipline and two (2) years minimum of progressive experience, or a Ph.D. degree in a related computer, scientific or engineering or appropriate discipline.</p>
Programmer/Systems Analyst Sr.	<p>To provide engineering computer system designs for advanced systems.</p> <p>Develops, modifies, and maintains complex engineering computer programs. Performs requirements analyses, derives mathematical descriptions, develops appropriate computational algorithms, and provides design specifications for computer programs. Develops operational procedures for computer systems. Interprets and analyzes processing anomalies for computer systems and takes corrective action. Prepares and critiques technical reports and memoranda. Assists management in defining computer system requirements and in system acquisitions. Represents the organization in technical liaison with external organizations.</p>	<p>Bachelor's degree in a related computer, scientific, or engineering or appropriate discipline and eight (8) years minimum of progressive experience, or an Master's degree in a related computer, scientific or engineering or appropriate discipline and seven (7) years minimum of progressive experience, or a Ph.D. degree in a related computer, scientific or engineering or appropriate discipline and two (2) years minimum of progressive experience.</p>

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Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Programmer/ Systems Analyst Specialist	<p>To provide technical solutions for advanced problems in the computer applications field.</p> <p>Provides technical consultation and direction in the development and application of advanced theories, concepts, principles, and processes for utilization of computer system. Conceives, plans, and conducts investigations for areas in which precedents are lacking. Advises management on policies, procedures, and standards as they relate to complex computer systems in order to improve operations and advance capabilities.</p>	<p>Bachelor's degree in a related computer, scientific, or engineering or appropriate discipline and fourteen (14) years minimum of progressive experience, or an Master's degree in a related computer, scientific or engineering or appropriate discipline and twelve (12) years minimum of progressive experience, or a Ph.D. degree in a related computer, scientific or engineering or appropriate discipline and nine (9) years minimum of progressive experience.</p> <p>Requires demonstrated and recognized technical expertise in specialty area of computer system applications.</p>
Information Systems Security Officer	<p>To provide technical and management support for Information Systems.</p> <p>Provides security management and related security administrative functions. Provides training and awareness and conducts physical security coordination. Performs security audits and is responsible for incidents and violation reporting. Responsible for risk management, certification and accreditation, security configuration management, and contingency planning. Provides security documentation and technical assistance</p>	<p>Bachelor's degree in related discipline, and two (2) years of progressive information systems security and computer systems hardware and software experience, or an Associates (AA) degree in related discipline, and four (4) years of progressive information systems security and computer systems hardware and software experience, or six (6) years of progressive information systems security and computer systems hardware and software experience may be substituted for degree requirement.</p>
Drafter Jr.	<p>Performs basic drafting responsibilities with limited assignments in support of projects.</p> <p>Prepares clear, accurate drawings of simple, easily visualized components from detailed sketches and/or written notes. Traces or copies finished drawings and makes simple revisions from detailed instructions. Assists with field work associated with drawing assignments, such as field measurements and simple sketches.</p> <p>Assists more senior drafters/designers in the acquisition of required data/information, maintenance of files and supplies, and operation of related drafting room equipment. Assists in the preparation of bills of materials requirement lists.</p>	<p>Requires working knowledge of drafting instruments and equipment and basic knowledge and understanding of drafting principles and CAD operations.</p> <p>Previous vocational school training or experience is desirable.</p>
Drafter Sr.	<p>Prepares complete sets of complex drawings that include multiple views, detail drawings, and assembly drawings.</p> <p>Prepares drawings that include complex design features that require considerate drafting skill to visualize and portray. Assignments regularly require the use of mathematical formulas to compute weights, load capacities, dimensions, quantities of materials, etc.</p> <p>Works from sketches and verbal information supplied by an engineer or designer, determines that most appropriate views, detail drawings and supplementary information needed to complete assignments. Selects required information from precedents, manufacturers' catalogs, and technical guides.</p>	<p>Requires knowledge in the use of drafting instruments and equipment, and in the application of drafting principles (descriptive geometry, freehand lettering, dimensioning, layout, detail, etc.), and a general working knowledge of shop and field erection processes associated with mechanical/structural, electrical or architectural design and a working knowledge of CAD equipment.</p> <p>Certification of two (2) years training from a vocational training school or two (2) years of college with courses relevant to drafting or engineering principles, and relevant education in Computer Aided Design plus an additional four (4) years minimum of relevant experience.</p> <p>Additional relevant education may be substituted for a portion of the progressive experience.</p>

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Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Designer	<p>Provides drafting support to projects including the development of simple design computations and leads design/drafting projects of limited scope and complexity.</p> <p>Assists in planning drafting jobs and preparing drawing lists and coordinates job with engineers, detailers, and checkers. Assists in solving engineering problems and developing designs using standard engineering practices. Performs complex drafting assignments working from engineering computations, verbal instructions, or rough sketches.</p> <p>Performs drawing checks to confirm accuracy and acceptability guided by company and/or client drafting standards/specifications, engineering computations, and sketches. Evaluates functional feasibility of design and its conference to specifications. Prepares sketches to be drawn by others, helps maintain drafting standards, and assists in training of new or less experienced drafting personnel.</p>	<p>Requires knowledge in the use of drafting instruments and equipment and in the application of drafting principles (descriptive geometry, freehand lettering, dimensioning, layout, detail, etc.) and requires a general working knowledge of shop and field erection processes associated with mechanical/ structural, electrical, or architectural design and a working knowledge of CAD equipment.</p> <p>Certifications of two (2) years training from a vocational training school or two (2) years college with courses relevant to drafting or engineering principles and relevant education in Computer Aided Design plus an additional four (4) years minimum experience. Additional relevant education may be substituted for a portion of the progressive experience.</p>
Engineering Associate Jr.	<p>Performs routine data gathering tasks in a training capacity to support engineering personnel.</p> <p>Assists other employees in routine tasks such as logging, sorting, and taking data. Observes operations and records data for analysis by others. During progressive training activities, confers with other personnel to clarify scope and requirements of assignments. Seeks out routines and becomes familiar with group procedures in order to expedite training activities.</p>	<p>Ability to understand basic engineering terminology. College courses in engineering, mathematics, or science are desirable.</p>
Engineering Associate Mid	<p>Provides assistance to engineering personnel by performing standardized assignments involving a sequence of related operations utilizing standard work methods.</p> <p>Provides general assistance to technical personnel. Extracts engineering data from various prescribed but non-standardized sources; processes the data following well-defined methods including elementary algebra and geometry. Performs moderately complex computations. Prepares more routine internal reports and procedures related to work function. Utilizes computer terminals to formulate graphic files, to chart, collect, and plot data.</p>	<p>Two (2) years college with courses in computer science, mathematics, or other related engineering courses, plus two (2) years minimum of related experience in data reduction and analysis, or any equivalent combination of relevant education and experience for a total of four (4) years.</p>

LogWorld Labor Categories Descriptions		
Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Engineering Associate Sr.	<p>Performs work of broad scope and complexity involving responsibility for independent planning and accomplishing a complete project or study, or serves as an expert in a narrow aspect of a particular field of engineering.</p> <p>Performs difficult and responsible engineering work in a field of engineering or science with considerable latitude as to methods of accomplishing assignments. Plans or assists in planning requirements, writing procedures, evaluating data, and writing reports. May write technical reports on projects covering progress, evaluation, analysis, and conclusions; contributes to the preparation of formal reports on special technical investigations or studies. Selects approaches to resolve design or operational problems; visualizes and develops new techniques or methods as needed for effective data presentations. Coordinates complex engineering and administrative problems needing resolution with suppliers, contractors, engineers, etc. May supervise or train a small staff of associates or craftsmen. Makes sound engineering decisions in situations where standard methods, procedures, and techniques may not be applicable.</p>	<p>Two (2) years of college with courses in engineering or associated disciplines, and eight (8) years minimum of related experience. Additional relevant education may be substituted for a portion of the experience. Communication skills, both oral and written, should be commensurate with the position. Demonstrated ability to lead and direct work of others. Position requires specialized and extensive knowledge of engineering principles gained through long and varied work experience in field of specialty.</p>
Technical Assistant	<p>Performs general services in support of the maintenance and administrative operations of the company.</p> <p><i>(Note: May not perform all of the following.)</i> Assists with general routine maintenance work. Assists with inspection, preventative maintenance and minor repairs on electrical, mechanical, and HVAC systems. Performs minor repairs to all building structures and finishes. May assist in transporting Jacobs personnel and clients.</p>	<p>Requires ability to understand and follow both written and oral instructions. May require a valid state driver's license with no restrictions/limitations.</p>
Technician	<p>Performs operation and maintenance services, including fabrication, installation, and troubleshooting activities.</p> <p><i>(Note: May not perform all of the following duties.)</i> Assists in the operation, installation, fabrication, maintenance and repair of electrical and electronic equipment or ADPE and instrumentation systems. OR Performs routine fabrication, checkout, troubleshooting and repair of electronic systems or basic electronic or electromechanical test equipment. OR Operates and maintains electromechanical equipment or systems required to receive and deliver cryogenic fluids, may assist in fabrication of mechanical components. OR Performs fabrication and maintenance of electromechanical systems and operates hydrologic and hydraulic equipment. OR Assists in calibrating and cleaning transducers, samplers, and coupling devices used in cryogenic systems.</p>	<p>AA Degree or equivalent in an appropriate and relevant discipline, and two (2) years or more of relevant experience for Electronic Technicians; requires four (4) years or more of relevant experience for all other areas of specialty.</p>
Test Technician Jr.	<p>Provides assistance to technicians and engineers by performing routine assignments involving a sequence of related operations utilizing standard works methods.</p> <p>Provides general assistance to higher-grade technicians in the performance of duties. Follows specific instructions, performs a wide variety of activities in the shop, test, or yard areas. Performs manual work such as operating power mowers, chemical spreaders, electric and air tools, or other hand tools requiring loading and unloading earth, supplies, equipment, and other materials. Performs pickup and delivery service as required. Sets out, trims, prunes, sprays, and maintains plants on facility site. Performs other related duties as required.</p>	<p>Two (2) years minimum of related experience. Ability to operate hand and power tools.</p>

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Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Test Technician Sr.	<p>Performs assignments that are not completely standardized or prescribed involving a sequence of related operations.</p> <p>Under general supervision, performs routine metal working, mechanical, electrical, and manual work in the testing, operating, and shop areas of an engineering test facility. Prepares test articles for testing; installs instrumentation or test articles; prepares test facility equipment for operation, checks installations, troubleshoots equipment, test articles, instrumentation, and installations in case of malfunctions; operates plant equipment during tests. Assists on tests. Removes test articles after tests, installs and maintains facility systems, accomplishes maintenance and service work required to place and keep test facility equipment in operation; uses a wide variety of hand and machine tools, powered equipment, and measuring and testing equipment. Provides general assistance to engineering personnel involving test programs. Performs other work as required.</p>	<p>Six (6) years minimum of related experience in layout, fabrication, assembly, erection, and rigging of steel towers or structural research instrumentation. Ability to skillfully operate and work with a wide variety of hand and power tools associated with the trade. Ability to read and work from blueprints, diagrams, or sketches.</p>
Technical Specialist	<p>To provide technical guidance to personnel engaged in a specialized support function of the company, and to serve as a technical specialist in the field. Serves as focal point for work requests of the group; plans, organizes, and coordinates the activities of personnel engaged in equipment operations or maintenance. Controls and reviews work to ensure timeliness and accuracy of responsible function. Establishes and maintains schedule for the group to be consistent with budgetary and time constraints, with emphasis on safety operations. Assists employees with problem resolution; coaches and counsels employees; assures compliance with and activity supports EEO/AA programs. Develops innovative approaches to non-routine, nonrecurring work requests based on acquired expertise and knowledge of organizational philosophy and personnel capabilities. Performs any other related duties as may be required to meet objectives of the group; provides training; maintains appropriate records.</p>	<p>Minimum of two (2) years college or vocational training in area of specialty plus twelve (12) years relevant experience, or any equivalent combination of education/ experience for total of fourteen (14) years. Demonstrated leadership ability and good communication skills required.</p>
Supervisor Mid	<p>To provide supervisory guidance to personnel engaged in a specialized technical support function of the company, and to serve as technical specialist in the field.</p> <p>Serves as focal point for work requests of the group; plans, organizes, and coordinates the activities of personnel engaged in a specific technical support function involving equipment operations or maintenance. Controls and reviews work to ensure timeliness and accuracy of responsible functions. Establishes and maintains schedules for the group to be consistent with budgetary and time constraints with emphasis on safety of operations. Assists employees with problem resolution; counsels employees and commends or reprimands as appropriate; conducts performance evaluation interviews; seeks interpretation of company policies as required and informs employees; enforces safety regulations; assures compliance with and actively supports EEO/AA programs. Develops innovative approaches to non-routine, nonrecurring work requests, based on acquired expertise and knowledge of organization philosophy and personnel capabilities. Performs any other related duties as may be required to meet objective of the group, provides training; maintains appropriate records. Serves as technical specialist in area of specialty and acts as a contributing member of management teams for policy formulation.</p>	<p>Minimum of two (2) years college or vocational training in area of specialty plus fourteen (14) years relevant experience, or any equivalent combination of education/experience for a total of sixteen (16) years. Demonstrated leadership ability and good communication skills are required.</p>

LogWorld Labor Categories Descriptions		
Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Supervisor Sr.	<p>To provide supervisory guidance and direction to a multi-functional, complex support unit or small technical unit, and to ensure technical excellence and quality service within assigned resources.</p> <p>Provides lower-level supervisors, working leaders, and employees with work direction and delegates sufficient authority to carry out responsibilities. Continuously plans and schedules work of those reporting to ensure that it may be effectively performed; establishes realistic and attainable objectives and defines expected results; reviews technical work of subordinates; implements quality, safety, and housekeeping activities as integral part of their operation. Evaluates job performance of employees; recommends compensation consistent with job assignment and performance; provides on-the-job training; supports and complies with EEO/AA programs. Develops innovative approaches to non-routine, nonrecurring work requests, based on acquired expertise and knowledge of organizational philosophy and personnel capabilities. Develops and makes recommendations on budgets, plans, and guidelines for acceptable accomplishment of assigned objectives. Serves as an advisory and contributing member of the management team in regard to formulation of policies and procedures for area of expertise and specialty. Interfaces considerably with peers and upper management to ensure accomplishment of company objectives within areas of responsibility; keeps superiors informed of significant developments.</p>	<p>Bachelor's degree in area of specialty and thirteen (13) years minimum relevant experience or Master's degree and eleven (11) years minimum relevant experience or Ph.D. and seven (7) years minimum relevant experience plus demonstrated leadership and communication skills</p>
Technical Manager	<p>Responsible for planning, organizing, leading, and controlling the allocated resources of a technical support unit with significant impact upon the overall operations of a large group or the Company in total. Responsible for managing the activities and staff of a research engineering or technical unit engaged in product development, design, process definition/ improvement, or related technical support functions.</p> <p>Maintains high level of involvement in client activities to achieve insight into areas where Jacobs support may be applied to accomplish client goals most effectively. Manages the overall working unit's area of responsibility, develops and implements plans, determines personnel requirements and assigns/evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Identifies and allocates manpower and resources to ensure completion of established objectives within budgetary and schedule guidelines while upholding high technical standards. Organizes project and task workloads, selects individuals most qualified for assignments on specific projects, and makes task assignments.</p>	<p>Bachelor's degree and fourteen (14) years minimum related experience, or Master's degree and twelve (12) years minimum related experience or Ph.D. and eight (8) years minimum of related experience. Requires demonstrated leadership skills as evidenced by prior managerial and supervisory experience. Must be able to effectively communicate with others.</p>
Project Manager Jr.	<p>Responsible for providing assistance to more senior project managers for the direction of large projects or managing a small project of limited scope/cost.</p> <p>Assists more senior project managers in development of project work plans, specifications and criteria, and cost and schedule estimates; assists in development of new business opportunities. Manages projects of limited scope within contractual cost and schedule guidelines; reviews output/documentation/deliverables for adequacy of quality and quantity. Tracks progress of project work and resource usage, informs senior managers of problem areas, and recommends corrective action, as needed. Evaluates performance of project team members.</p>	<p>Bachelor's degree in an appropriate discipline and five (5) years minimum of relevant experience, or a Master's degree in an appropriate discipline and four (4) years minimum of relevant experience.</p>

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Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Project Manager Mid	<p>Responsible for managing project of large size and complexity, or multiple projects. Assists more senior managers in marketing and managing large and complex projects or group of projects.</p> <p>Serves as a point of contact for development and discussion of new business opportunities and, subsequently, project objectives, scope, and budgets within the company and between the company and the client. Leads a team in the accomplishment of work on projects of large size and in the development of all required documentation/ deliverables within budget and schedule constraints. Controls project work accomplishment vs. scope of services contracted, assesses progress vs. schedule and budget; resolves conflicts or elevates conflicts to management level necessary for resolution. Assists senior project managers in the development and management of large and complex projects; may lead a portion of the project. Evaluates performance of project team members.</p>	<p>Bachelor's degree in an appropriate discipline and ten (10) years minimum of relevant experience with at least three (3) years minimum in project management, or a Master's degree in an appropriate discipline and eight (8) years minimum of relevant experience with at least three (3) years minimum in project management experience. Demonstrated competence in project management and technical competence in discipline field(s) and knowledge of company policies and practices.</p>
Project Manager Sr.	<p>Responsible for managing large and complex projects, and providing management for a group of smaller projects via subordinates managers. Conducts marketing operations and assists other managers, principals, or officers in marketing and managing very large, complex projects.</p> <p>Initiates new business contacts under the direction of an officer or senior-level manager and participates in the development of marketing and pricing strategies and the subsequent contractual agreements. Manages large, complex projects; tracks and controls scope of work, resource utilization, schedules, and work accomplishments; initiates corrective actions as required; maintains continuous contact with the client and resolves contractual conflicts or elevates conflicts to officer/director level for resolution. Monitors progress of subordinate managers on assigned projects and provides management, administrative, and technical guidance as required. Assists other senior project managers, principles, or officers in the management of extremely large, multi-discipline projects. Evaluates performance of project team members or project managers assigned to project.</p>	<p>Bachelor's degree in appropriate discipline plus a minimum of fourteen (14) years minimum of relevant experience with at least five (5) years minimum in project management, or a Master's degree in an appropriate discipline plus a minimum of twelve (12) years minimum of relevant experience with at least five (5) years minimum in project management. Demonstrated leadership skills, ability to function under pressure, demonstrated resource management capability, demonstrated technical competence and through knowledge of company policies and practices.</p>
Manager Jr.	<p>Responsible for planning, organizing, leading, and controlling the allocated resources of a staff administrative function within a large group or of a small operations section within a small group or division.</p> <p>Manages the overall working units' area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards.</p>	<p>Minimum of two (2) years college or vocational training in area of specialty plus ten (10) years relevant experience, or any equivalent combination of education/experience for a total of twelve (12) years. Demonstrated leadership ability and good communication skills are required.</p>
Manager Mid	<p>Responsible for planning, organizing, leading, and controlling the allocated resources of a small staff administrative or technical support unit, or serves as assistant manager of a larger staff unit.</p> <p>Manages the overall working units' area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards.</p>	<p>Bachelor's degree and eleven (11) years minimum related experience, or Master's degree and nine (9) years minimum related experience or Ph.D. and five (5) years minimum of related experience. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others.</p>

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Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Manager Sr.	Responsible for planning, organizing, leading, and controlling the allocated resources of technical unit. Manages the overall working units' area of responsibility; develops and implements plans; determines personnel requirements and assigns; evaluates results, provides employee counseling and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Manages and controls programs and non-project activities and resources. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for areas of responsibility. Implements quality, safety, and housekeeping standards.	Bachelor's degree and fifteen (15) years minimum related experience, or Master's degree and thirteen (13) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others.
Program Manager	Responsible for program management leadership for a group of project managers in a single program area. Represents the company to clients, users, and sponsors in the program area. Manages the business aspects of several projects composing the program to assure program objectives are met within cost and on schedule. Serves as a communications or focal point for the program. Provides briefings for the customer and Jacobs management as required to assure high levels of management are adequately informed of the changing nature of the program in order to take appropriate actions. Evaluates the performance of those project managers assigned to program.	Bachelor's degree and a minimum of fourteen (14) years minimum related experience, or Master's degree and twelve (12) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others.
Operations Assistant	Performs general services in support of the maintenance and administrative operations of the company. <i>(Note: May not perform all of the following.)</i> Assists in the preparation of food at the Jacobs Conference Facility. Maintains landscape at the Jacobs Conference Facility. Performs general maintenance at the Jacobs Conference Facility. Picks up supplies and delivers material as required.	Requires ability to understand and follow both written and oral instructions. No experience is required. May require a valid state driver's license.
Office Assistant	Performs general, routine office assignments, including typing, filing, posting or logging, and sorting and distributing mail. <i>(Note: May not perform all of the following.)</i> Arranges and prepares office and general correspondence, and technical and business reports, etc., using specialized equipment such as typewriter, word processing equipment, etc. Maintains office and general files on a variety of materials. Maintains logs and posts data to records. Prepares routine reports. Performs other related duties: answers phones, procures office supplies, sorts and distributes mail, duplicates material, etc.	Requires general clerical skills and familiarity with standard office procedures, equipment, etc.
Secretary Jr.	Performs secretarial and clerical duties in support of one individual or an organizational section. Arrange and types a variety of materials including technical reports, letters, memorandum, statistical data, and other office correspondence. Composes and types routine correspondence for supervisor's approval. Takes dictation (manually or via Dictaphone); transcribes and types correspondence, memoranda, and reports. Gathers, tabulates, or otherwise manipulates data. Types and distributes periodic reports. Coordinates travel arrangements for supervisors and staff members. Responds to routine telephone requests and refers calls and visitors to appropriate staff. Reviews mail and ensures timely staff response. Sets up and maintains files. Assumes supervisor's administrative duties for office efficiency.	Requires a minimum of two (2) years of relevant experience in an administrative position or through specialized training.

LogWorld Labor Categories Descriptions		
Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Secretary Sr.	<p>Performs secretarial and administrative duties for an executive within Jacobs Technology Inc.</p> <p>Arrange and types a variety of materials including technical reports, letters, memoranda, statistical data, and other office correspondence. Composes correspondence for supervisor whenever possible. Takes dictation; transcribes and types correspondence, memoranda, and reports. Prepares and types periodic reports, summaries, replies to inquiries, etc. Schedules appointments; anticipates and prepares material needed for meetings. Screens telephone calls, visitors, incoming correspondence, etc. Direct inquiries to appropriate personnel for response and drafts responses where appropriate. Designs and maintains specialized files. Reviews outgoing materials and correspondence for internal consistency and conformance with established organizational and company procedures. Makes arrangements for domestic and international travel. Interfaces with Jacobs Corporation personnel and ensures that information requests are submitted in a timely manner. Performs other related administrative duties.</p>	<p>Requires a minimum of six (6) years of relevant experience in administratively responsible position, or through a combination of relevant experience and specialized training. Requires demonstrated office management, general administrative, and good oral and written communication skills.</p>
Administrative Associate Jr.	<p>Provides administrative assistance for a clearly defined area of specialty. Coordinates scheduling of material, work, or information services to support timely dissemination; may implement requisition processes as required. Develops and maintains suspense record systems dealing with status of material, equipment, or data, some or all of which may be classified in nature. Prepares listings for area of specialty; may conduct internal audits or periodic inventories, balance budgetary data, or verify data as required. Prepares administrative reports utilizing accessible and available material from a variety of reference sources; researches material as needed. Composes and prepares correspondence, reports, etc., in rough and finished forms using own initiative and in accordance with policies and procedures; prepares a variety of reports, summaries, etc. based upon files, records, logs, etc.; selects relevant information from a variety of sources and incorporates into responses to inquiries of appropriate magnitude. Reports and summaries prepared are non-routine and frequently one-time requests. Responds daily to verbal inquiries regarding status of material or information; provides advisory services for area of specialty; may interface with other contractor or agencies for normal performance of job. Reviews regulations, publications, and directives, initiating appropriate action or referring to appropriate staff member.</p>	<p>Requires one (1) year of college with courses in business administration, computer science, or industrial management or relevant discipline, and three (3) years minimum progressive experience, or any equivalent combination of relevant education and experience. Incumbent must have good communication skills, both oral and written</p>
Administrative Associate Mid	<p>Provides non-routine administrative assignments of substantial variety and complexity. Serves as organizational authority in areas of administrative responsibility.</p> <p>Develops, recommends, and implements timely completion of functions to satisfy contract requirements which may include scheduling of material, man-hours, or information services. Close liaison is established and maintained with internal organizations, external firms or agencies, and/or the Air Force. Determines, maintains, and revises priorities for others to accomplish objectives or function. Prepares a variety of informal and formal correspondences for both internal and external dissemination. Work produced represents considerable originality and/or analytical skills within defined areas. Coordinates, complies, and prepares a variety of management related information utilizing extensive contracts with external agencies to interpret and recommend action. Conducts briefings and inspections to assure compliance with prescribed policies and procedures.</p>	<p>Requires two (2) years of college with courses in business administration, industrial management, or appropriate discipline, and four (4) years minimum progressive experience, or any equivalent combination of relevant education and experience. Additional relevant education may be substituted for progressive experience. Oral and written communication skills commensurate with the position are required along with comprehensive knowledge of company policies and procedures and work flow processes.</p>

LogWorld Labor Categories Descriptions

Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Administrative Associate Sr.	<p>Performs a broad level of complex administrative functions and serves as a specialist in a technical area. Interfaces between Jacobs, other contractors, and clients, as required.</p> <p>Performs independent, non-routine assignments within areas of responsibility. Conducts a significant portion of a business operation as a specialist in the area, operating with considerable latitude for non-reviewed action or decision. May develop and revise integration of test or support schedules compatible with Company and the clients' priorities. Conducts interviews and analyzes data regarding complex issues and business systems; prepares detailed management report on the subject. May provide and develop test and support schedules. Determines effectiveness of complex business systems and recommends improvements. Prepares and conducts briefings or presentations, as required, in areas of specialty. Advises management on business activities in area of expertise and serves as company representative. Works on special assignments, coordinates actions to correct problems, and documents subsequent to procedures.</p>	<p>Requires two (2) years of college with courses in business administration, industrial management, or appropriate discipline with eight (8) years minimum of progressive and relevant experience. Additional relevant education may be substituted for progressive experience. Requires good oral and written communication skills, and analytical capability.</p>
Administrative Professional Jr.	<p>Responsible for a limited portion of the administrative and routine functions of a support organization.</p> <p>Examines and verifies information contained in reports, records, and other documentation. Maintains records, reports, and correspondence as required. Performs records and literature searches for others. Performs routine posting of data to records as required. Prepares reports in accordance with prescribed styles and formats, gathering and analyzing data as may be required. Assists in preparation of presentations, reports, and briefings.</p>	<p>Bachelor's degree in appropriate discipline.</p>
Administrative Professional Mid	<p>Performs a broad level of assignments in an administrative function and is responsible for a portion of the administrative functions of a support organization.</p> <p>Performs independent, professional, non-routine assignments within areas of responsibility, as assigned. Responsible for a portion of a business activity, conducting routine work independently and in some cases instructing lower-level assistants. Conducts independent interviews and data analysis regarding moderately complex issues or procedures, and prepares reports to supervision or management regarding evaluations and recommendation. Evaluates business systems to determine effectiveness of procedures and recommends improvements. Prepares and conducts briefings or presentations as required. Serves as department representative on special assignments involving area of expertise.</p>	<p>Bachelor's degree in appropriate discipline plus three (3) years minimum of appropriate and progressive experience; additional relevant education may be substituted for progressive experience.</p>
Administrative Professional Sr.	<p>Plans and conducts a portion of a major business activity involving routine operations as well as complicated special projects.</p> <p>Directs company business activity in area of expertise; prepares plans and budgets for specific business operations; develops long-term plans for special projects. Conducts or directs special projects in area of expertise, and prepares original, creative reports to management. Evaluates policies and procedures and recommends improvements. Represents department in meetings related to special business area. Advises management of the impact of business actions on area of expertise. Assists executives in development of plans and projects, and confers with department heads regarding business activity.</p>	<p>Bachelor's degree in appropriate discipline plus ten (10) years minimum of progressive and relevant experience. Additional relevant education may be substituted for progressive experience.</p>

LogWorld Labor Categories Descriptions		
Labor Category	Duties and Responsibilities	Knowledge and Skill Requirements
Administrative Specialist	Responsible for planning, organizing, leading, and controlling the allocated resources of an administrative or technical support unit with significant impact upon operations of a large group or the Company in total. Coaches the overall working units in area of responsibility, develops and implements plans, determines personnel requirements, evaluates results, provides employee counseling, and complies with EEO/AA programs. Makes personnel-related recommendations. Prepares resource estimates and complies with budget limitations. Interprets, adapts, and recommends policies and procedures; develops, coordinates, and implements policies and procedures for area of responsibility. Implements quality, safety, and housekeeping standards.	Bachelor's degree and fourteen (14) years minimum related experience, or Master's degree and twelve (12) years minimum related experience or Ph.D. and eight (8) years minimum of related experience. Requires demonstrated leadership skills as evidenced by prior coaching experience. Must be able to effectively communicate with others.
Director I	Responsible for directing, planning, and organizing a major staff organization with multi-group functions. Directs the overall operations of a staff function within the general company objectives; develops and recommends plans and programs, and implements; assigns personnel and provides evaluation of results. Prepares resources estimates and complies with overall budget limitations. Interprets and recommends corporate policies and procedures; develops and implements policies and procedures within corporate guidelines. Serves as advisor to executive management on matters within area of responsibility; serves as member of corporate committees.	Bachelor's degree and fifteen (15) years minimum related experience, or Master's degree and thirteen (13) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others.
Director II	Responsible for directing, planning, and organizing a major technological department within a large group or within the company. Directs the overall operations of a department within the overall company objectives; develops and plans technical programs, and implements; assigns personnel, and reviews results. Inputs resource requirements, and allocates and controls resource utilization for department. Recommends and reviews policies and procedures for group-wide and/or company-wide application. Serves as advisor to executive management on projects and progress within area of responsibility; serves as member of Policy Committees. Serves as official company representative to clients.	Bachelor's degree and fifteen (15) years minimum related experience, or Master's degree and thirteen (13) years minimum related experience or Ph.D. and nine (9) years minimum of related experience. Requires demonstrated leadership skills as evidenced by prior supervisory experience. Must be able to effectively communicate with others.

Note: For entries under the "Knowledge and Skill Requirements" column identifying college or experience requirements, one year of relevant experience can be substituted for one year of college. Alternatively, one year of college where relevant courses are taken can be substituted for one year of experience. For example; if the education requirement is Bachelor's with 4 years' experience, 8 years of relevant experience with no college would be equivalent and if the experience requirement is 4 years with no college, a Bachelor's degree in a relevant area would be equivalent.